

I. General Information

- ♦ Course Number: MGMT 405
- ♦ Title: International and Comparative Management
- ♦ Units: 3
- ♦ Prerequisites: MGMT 300, CBA 300, IS 301
- ♦ Course Coordinator / SCO Prepared by Dr. Jun Yan
- ♦ Date prepared / revised: Oct.10, 2012
- Updated: Feb. 24, 2015

II. Catalog Description

Functions of management in international business; comparative management studies, and the impact of the environment on management performance.
Letter grade only (A-F).

III. Curriculum Justification(s)

International and Comparative Management is an upper division management course that teaches students how to apply management concepts and techniques in a multinational environment, and how to adapt management practices to different economic, political, and cultural contexts. It addresses the following CBA undergraduate learning goals:

- Critical Thinking (General)
- Ethics (General)
- International (Management-Specific)
- Domestic & Global Environment (Management-Specific)
- Business Functions (Management-Specific)

IV. Course Objective(s)

(Management Specific) Business functions: Students will demonstrate understanding of all business functions, practices and related theories and be able to integrate this functional knowledge in order to address business problems.

Students will be able to:

- Demonstrate understanding of how to apply management concepts and techniques in a multinational environment.
- Demonstrate understanding of how to adapt management practices to different economic, political, and cultural contexts.

Suggested methods of assessment: objective test questions, essay test questions, research paper

(Management Specific) Domestic & Global Environment: Students will be able to demonstrate knowledge of today's domestic and global business environment (e.g., legal, regulatory, political, cultural, and economic).

Students will be able to:

- Demonstrate understanding of how to assess the drivers and consequences of globalization, its impact on specific regions, and the emerging concerns about its influences on countries around the world

- Demonstrate understanding of how to compare and contrast different political, legal, and economic systems and technological forces and their impact on international management
- Demonstrate understanding of the special challenges managers face in the global economy, including how national cultures affect management, international negotiation on and communication and the management of ethical and social responsibility in multinational corporations.

Suggested methods of assessment: objective test questions, essay test questions, case analysis, presentation, research paper

(Management Specific) International: *Students will demonstrate understanding of the impact of internationalization on businesses.*

Students will be able to:

- Demonstrate understanding of the impact of internationalization on all management functions.

Suggested methods of assessment: objective test questions, essay test questions, case analysis, presentation, research paper

Ethics: *Students will be able to demonstrate awareness of ethical, social responsibility, and citizenship issues and the ability to apply them in decision making in the local, regional, and global communities.*

Students will be able to:

- Demonstrate understanding and appreciation of the need for ethics and social responsibility in international management, and the growing pressures on firms to act in an ethically and socially responsible manner in their global business operations

Suggested methods of assessment: objective test questions, essay test questions, research paper

Critical thinking: *Students will demonstrate conceptual learning, critical thinking, and problem-solving skills.*

Students will be able to:

- Ability to think cross-culturally, internationally and globally about management.
- Ability to analyze the impact of different economic, political, and cultural contexts on all functions of management (planning, organizing, leading, and controlling), and know how to adapt management practices to achieve organizational goals in a multinational environment.
- Ability to solve management problems in a multinational environment.

Suggested methods of assessment: objective test questions, essay test questions, case analysis, presentation, research paper

V. Outline of Subject Matter

Topics to be covered:
The economic, political, legal, and technological environment of international management
The meanings and dimensions of culture
Managing across cultures
Organizational culture and diversity in international management
Cross-cultural communication and negotiation
International strategy formulation and implementation
Organizational structures of international and multinational corporations
Managing political risks, governmental regulations, and alliances
Management decision making and control in a multinational environment
Motivation across cultures
Leadership across cultures
Human resource management across cultures
Ethics and social responsibility in a multinational environment
International Entrepreneurship

VI. Methods of Instruction

- a. Instructors should use appropriate instruction methods that are consistent with the course description stated in Section II and serve the course objectives listed in Section IV of this SCO. Examples of instruction methods for the course include:
 - Class lecture/examples/discussion
 - Case analyses/exercises/software
 - Written assignments
 - Simulation
 - Presentation
 - Team project

- b. Instructors should use appropriate text books that are consistent with the course description stated in Section II and serve the course objectives listed in Section IV of this SCO. The following is illustrative:
 - International Management: Culture, Strategy, and Behavior (8th. Ed.). Luthans & Doh; Irwin McGraw-Hill.

VII. Instructional Policies Requirements

Instructional policies should be consistent with the course description stated in Section II, and should serve the course objectives listed in section IV of this SCO.

Instructors may specify their own policies with regard to plagiarism, withdrawal, absences, etc., as long as these policies are consistent with the University policies published in the CSULB Catalog. It is expected that every course will follow University policies on Final Course Grades, Grading Procedures, and Final Assessments (PS 05-07),

Attendance (PS 01-01), Course Syllabi (PS 11-07), Final Course Grades, Grading Procedures, and Final Assessments (PS 05-07), and Withdrawals (PS 02-02 rev). If some or all sections of the course are to be taught, in part or entirely, by distance learning in the future, the course must follow the provisions of PS 03-11, Academic Technology and the Mode of Instruction.

All sections of the course will have a syllabus that includes the information required by the syllabus policy adopted by the Academic Senate. Instructors will include information on how students may make up work for excused absences. When class participation is a required part of the course, syllabi will include information on how participation is assessed.

Students with Disabilities. Students with disabilities are responsible for notifying their instructor as early as possible of their needs for an accommodation of a verified disability. A student with a disability is urged to consult with Disabled Student Services as soon as possible in order to identify possible accommodations to enhance academic success.

